



Starting on day one:

Personal & Sick Days: All full-time employees accumulate 12 paid personal/sick days per year at a rate of one per month. School Staff with a 10 month contract are given 10 personal days for the school year.

Vacation Pay: 1 - 3 years of service: 10 days | 4 - 10 years of service: 15 days | 11 + years of service: 20 days

*** School Staff with a 10 month contract are not given vacation days.**

Holidays: UCC Offers 10 paid holidays: Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Black Friday, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day & the Friday before Easter.

Automatic 401K Enrollment: All new hires who are 20+ years of age are automatically enrolled in the 401k plan and will defer 3% pre-tax, unless they decide to opt out. Changes can be made to 401k contribution at any time .

Financial Orientation: Free consultation with Neighborhood Development Coordinator, if eligible. UCC can assist an employee with application for purchasing a home through the Neighborhood Development Program.

Free/ Reduced Price Daycare: Reduced rates for children ages 6 weeks until they are eligible for the K3 program, pending availability. Free after school care and when school is not in session for UCC students in K3 and above for when the UCC employee is working.

HEALTH PLAN



United Health Care Nexus ACO Plan: Vision: Delta Denta/Delta Vison

UCC pays 86% of the health insurance premium.

Employees cover the below semi-monthly amount.

- Employee Only: \$40
- Employee and Spouse: \$80
- Employee and Child: \$80
- Employee and Family: \$120

- Single - \$5.77 per month
- Limited Family - \$10.99 per month
- Family - \$17.24 per month

Dental:

- Single - \$35.00 per month
- Family - \$77.50 per month

After one month of service:

Basic Term-Life Insurance: The agency provides and pays the full cost for a life insurance policy in the amount equivalent to your annual salary up to \$150,000. The minimum amount of coverage is \$10,000.

Optional Life Insurance: Employees qualify to purchase Voluntary Life Insurance.

Accidental Death and Dismemberment: 100% paid by the employer. Basic AD&D pays you and your beneficiary a benefit for the loss of life or other injuries resulting from a covered accident - 100% for loss of life and less for other injuries.

Spouse - Optional Dependent Term-Life: Employees qualify to purchase coverage for their spouse in increments of \$5,000 up to a maximum of \$250,000, not to exceed 100% of your optional Term-Life coverage.

Child - Optional Dependent Term-Life: Employees qualify to purchase coverage for their children in increments of \$2,000 up to a maximum of \$10,000.

Employee Assistance Program (EAP): Employees qualify for GuidanceResource, a no-cost, company sponsored benefit that is available to you and your dependents to provide confidential support, resources and information to get through life's challenges.





After one year of service: All benefits listed above, PLUS

Short-Term Disability: 26 weeks of disability payments for illness starting on the 8th working day, after 1st day of injury. UCC pays 100% of the premium.

Long-Term Disability: Employees qualify for disability payments after 26 weeks on short-term disability until employee returns to work or retires. UCC pays 100% of the premium.

401(k) Employer Match: The United Community Center offers an employer match. Salary deferrals up to 3% will have a \$0.50 match to \$1 matching contribution by the United Community Center. You must complete 1 year of service of 1,000 hours or more, and be at least 20 years old to qualify.

Profit Sharing Plan: An employee who works 1000 hours or more per year and is 20 years or older may enter the plan. The company will make Profit Sharing Contributions to the Plan equal to 4.5% of the employee's gross annual salary.

Education: Employees are eligible for \$2,000 per year in tuition reimbursement.

Questions? The Human Resources team is here to help!

Contact us at hr@unitedcc.org or call us at (414) 384-3100



**TO VIEW AVAILABLE POSITIONS VISIT
WWW.UNITEDCC.ORG/CAREERS**



United Community Center/Centro de la Comunidad Unida

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